

# Career Technical Training 2.0: What You Need to Know about Pathways, Credentialing, and Apprenticeship

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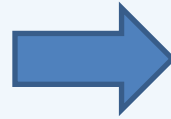
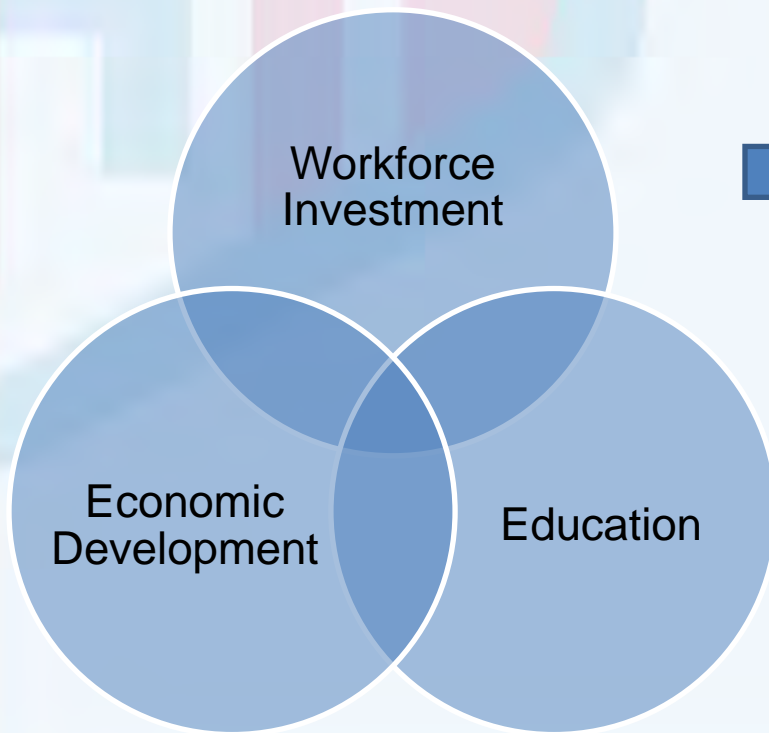
# A Main Goal of WIOA

Providing workforce investment activities, through workforce development systems, that **increase employment, retention, and earnings of participants** and that **increase post-secondary credential attainment** and, as a result, **improve the quality of the workforce, reduce dependency, increase economic self-sufficiency, meet skill requirements of employers, and enhance productivity and competitiveness of the nation.**



# WIOA Aligns Systems

## WIOA Drives CTT Initiatives



**Job Corps  
Career Technical  
Training Initiatives:  
2015-2017**

- **Career Pathways**
- **Credential Attainment/  
Stackable Credentials**
- **Pre-Apprenticeship**



# Priority #1: Career Pathways

CAREER PATHWAY.—The term “career pathway” means a combination of rigorous and high-quality education, training, and other services that—

- (A) aligns with the skill needs of industries
- (B) prepares for education options
- (C) includes counseling
- (D) incorporates concurrent education
- (E) accelerates educational and career advancement
- (F) enables attainment of a secondary school diploma and at least 1 recognized postsecondary credential; and
- (G) helps an individual enter or advance within a specific occupation or occupational cluster.

WIOA: Title I, Sec. 3(7)(A-G)



# We are Ready!

## Definition of Career Pathways in ETA/Job Corps:

*A series of related education, career technical and career success “skill building” opportunities that enable students to gain employment in specific occupations within a high-growth industry sector and to advance to higher levels of education and employment in that sector or other related fields.*



# Job Corps Aligns with DOL/ETA Competency Models

- Occupational
  - TARs
  - Industry-Based Certifications
  - State Licenses
  - Apprenticeship
- Industry-Related
  - Foundation Courses
- Foundational
  - Academic/Applied Academic Standards
  - HSD/HSE Diploma
  - Career Success Standards



# 11 Targeted Industries

- Advanced Manufacturing
- Automotive and Machine Repair
- Construction\*
- Finance and Business\*
- Health Care\*
- Homeland Security
- Hospitality
- Information Technology
- Renewable Resources and Energy
- Retail Sales and Service
- Transportation





# All Industries have Multiple Career Pathways

## Health Care

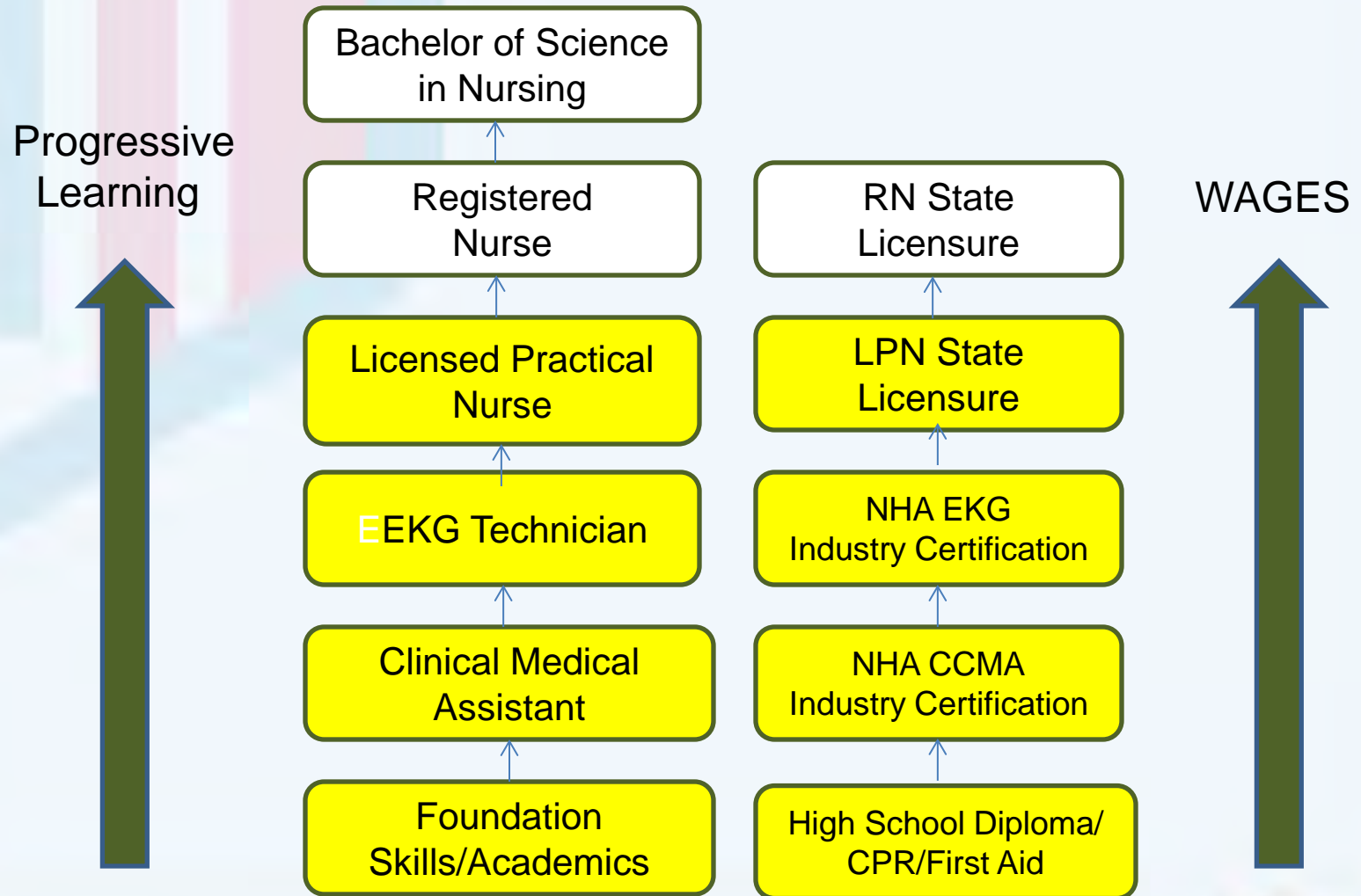
	DIRECT PATIENT CARE	DIAGNOSTIC/ THERAPEUTIC	HEALTH INFORMATICS
BA/BS (University – 4 Year)	Directors of Nursing <b>\$30 - \$50 Hourly</b>	Medical and Clinical Lab Technicians; Dietitians <b>\$25 - \$35 Hourly</b>	Systems Analysts; Business Office Managers <b>\$25 - \$35 Hourly</b>
ASSOCIATE DEGREE (2 Year)	RNs; Physical and Occupational Therapists <b>\$25 - \$35 Hourly</b>	Medical and Clinical Lab Technicians; Dental Hygienists <b>\$20 - \$30 Hourly</b>	Executive Assistants <b>\$15 – \$25 Hourly</b>
I Year or Less Training	Nurse Assistants; EMTs; Medical Assistants; LPVN <b>\$12 - \$18 Hourly</b>	Dental Assistants; Phlebotomists <b>\$15 - \$20 Hourly</b>	Electronic Medical Records Clerks <b>\$12 - \$18 Hourly</b>
HIGH SCHOOL OR EQUIVALENT	Physical Therapist Aides; ER Technicians <b>\$12 - \$18 Hourly</b>	Pharmacy Technicians; Home Health Aides <b>\$10 - \$15 Hourly</b>	Bookkeepers; Medical Receptionists <b>\$15 - \$20 Hourly</b>





# Sample Health Care Pathway

## Direct Patient Care



# Job Corps as Part of the Broader Career Pathway System

## LOCAL, STATE AND REGIONAL CAREER PATHWAYS IN TARGETED GROWTH INDUSTRY SECTORS



# Regional Pathway Plans:

Launched 2009-2011

- Provided basis for a national (region-specific) approach to career pathway development
- Served as a framework for decision making around center offerings.
- Served as a mechanism of requesting funds for:
  - CTT program changes
  - Modernization
  - Staff training for instructor certification



# Priority #2: Credentials

- Align Programs with Credentials as a Validation of knowledge and skills
- Several major types of credentials
  - Education (HSD/HSE, College Certificate/Degree)
  - Industry-Based Certifications
  - State Licenses
  - Registered Apprenticeships/Pre-Apprenticeship
- Some require both knowledge and performance assessments to demonstrate mastery



# WIOA Requirement

- WIOA places new emphasis on credentials, post-secondary education and training for in-demand industry sectors and occupations
- Good news: Job Corps was among the first employment and training system in the country to align ALL of its CTT programs to industry credentials (launched in 2006).



# Credential Attainment

## What's Important?

- Not all credentials are created equal.
- Need for continuous improvement /refinement of the credential approval process and credential attainment tracking.
- Data supports emphasis on primary credential attainment for improved placement results and higher wage impact.



# New Directions

- Emphasize “stackable” credentials.
- Sort and label credentials by a “primary” and “secondary” classification.
- Revise PRH policy to reflect third party proctor testing process.
- Explore digital badging capabilities.





# Projected Impact

- Create a system that acknowledges credential attainment fairly and accurately and supports full range of student abilities.
- Ensure Job Corps graduates leave with employer-recognized, industry-driven credentials valued by employers.
- Emphasize “stackable” credentials.
- Phase in approach for minimal disruption on the system.
- Align policy with practice.



# Priority #3: Registered Apprenticeship Pilot Programs

## What's Important?

- Current low apprenticeship placement outcomes.
- Complies with President's and Secretary's goals.
- Offers greater employment opportunities and higher wages for Job Corps graduates.
- New WIOA requirement: Section 153.



# New Directions

## **Pilot Programs:**

- Culinary Arts (Hospitality) with American Culinary Federation Education Foundation (ACFEF)
- Machining and Manufacturing Technology (Advanced Manufacturing) with National Institute for Metalworking Skills (NIMS)
- Pharmacy Technician (Health Care) with CVS Pharmacy.



# Projected Impact

- Pilot new programs from 1 to 3 years.
- 22 Pilot Centers and approximately 46+ students.
- Increase registered apprenticeship placements.
- Based on outcome, roll-out or expand registered apprenticeship programs system-wide.



# Leveraging Technology: CTT Change Request Process

What's Important?

- Voluminous paper-based submittals.
- Irregular frequency of submissions.
- Administrative burden on regional and national office staff resources.
- Inconsistent with Regional Career Pathway strategies.



# New Directions

- Simplify and automate current submission, review, and approval process.
- Move to a quarterly, bi-annual and annual submission/review/approval process.
- Connects funding availability to implementation.
- Support career pathway planning.



# Projected Impact

A comprehensive July 1 implementation across program activities supports four critical elements:

1. Accurate data alignment in CIS-3G;
2. Stronger career pathways planning;
3. Best use of staff resources at center, regional and national levels; and,
4. Improved funding investments and accountability.





# Timeline

## Phased-in Implementation PY 15-17

- Reintroduce Regional Career Pathway Plans.
- Fine-tune Credential Attainment
  - Implement 3<sup>rd</sup> Party Proctor Credential Testing.
  - Categorize Credentials as Primary and Secondary.
  - Determine Revised Credential Measures
- Institute Automated CTT Change Request and Quarterly Review and Approval Process.
- Stand-up of Apprenticeship Pilot Programs.



# Overall Projected Impact

- Streamlines and improves major CTT activities.
- Creates a positive impact system-wide.
- Fosters progress using technology and innovation.
- Enhances Job Corps students' education and training experience and improves placement and wage outcomes.
- Responds to new WIOA legislation requirements.



# Resources

- WIOA - <http://www.doleta.gov/wioa/>
- DOL/ETA - <http://www.doleta.gov/>
- Office of Apprenticeship - <http://www.dol.gov/apprenticeship/>
- Career OneStop Competency Models - [http://www.careeronestop.org/Competency Model/](http://www.careeronestop.org/CompetencyModel/)
- My Next Move - <https://www.mynextmove.org/>



# Resources, continued...

## Digital Badging:

- What is Digital Badging? (MacArthur Foundation) - <http://www.macfound.org/programs/digital-badges/>
- Things You Should Know About Badging (Educause) - <http://net.educause.edu/ir/library/pdf/eli7085.pdf>
- National Retail Federation Foundation Digital Badging FAQs - <https://nrf.com/career-center/certifications-and-training/digital-badges>



# Questions

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